

	GRANT COUNTY - Orchard Manor										
	1/1/2023 - 3% ATB (Revised 09/28/2023)								Control Point	(two years between steps 8, 9, & 10)	
GRADE	JOB TITLE	FLSA		Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
L			Hourly	\$34.73	\$35.50	\$36.28	\$37.05	\$37.82	\$38.58	\$39.55	\$40.52
			Bi-Weekly	\$2,778.66	\$2,840.40	\$2,902.16	\$2,963.90	\$3,025.66	\$3,087.39	\$3,164.58	\$3,241.77
	RN Nurse Manager	Exempt									
K			Hourly	\$32.32	\$33.05	\$33.77	\$34.47	\$35.21	\$35.93	\$36.83	\$37.73
			Bi-Weekly	\$2,585.93	\$2,643.59	\$2,701.27	\$2,758.02	\$2,815.69	\$2,873.35	\$2,946.73	\$3,018.17
	MDS Coordinator ⁽³⁾	Not Exempt									
	Resident and Program Manager/QIDP	Exempt									
	RN ⁽³⁾	Not Exempt									
	Social Services Manager	Exempt									
J	VACANT GRADE		Hourly	\$29.55	\$30.22	\$30.88	\$31.53	\$32.18	\$32.85	\$33.66	\$34.49
			Bi-Weekly	\$2,364.27	\$2,417.43	\$2,469.70	\$2,521.96	\$2,575.11	\$2,627.38	\$2,692.89	\$2,759.30
I			Hourly	\$26.81	\$27.40	\$27.99	\$28.58	\$29.19	\$29.79	\$30.53	\$31.27
			Bi-Weekly	\$2,144.43	\$2,191.27	\$2,239.03	\$2,286.80	\$2,334.54	\$2,382.30	\$2,442.44	\$2,501.27
	Activities Manager	Exempt									
	Health Information Manager & HIPAA Compliance Officer	Not Exempt									
H			Hourly	\$24.05	\$24.58	\$25.12	\$25.65	\$26.19	\$26.71	\$27.38	\$28.04
			Bi-Weekly	\$1,923.68	\$1,966.02	\$2,009.28	\$2,051.62	\$2,094.87	\$2,137.22	\$2,190.30	\$2,243.24
	Dietary Manager	Exempt									
	LPN ⁽³⁾	Not Exempt									
	Physical Therapy Assistant	Not Exempt									
G			Hourly	\$21.29	\$21.76	\$22.23	\$22.70	\$23.18	\$23.65	\$24.25	\$24.82
	Admission Specialist	Not Exempt									
F			Hourly	\$18.51	\$18.93	\$19.34	\$19.76	\$20.16	\$20.58	\$21.10	\$21.61
	Administrative Assistant II	Not Exempt									
	Certified Medication Aide or Technician ^(2 & 3)	Not Exempt									
	Dietary Head Cook ^(1 & 4)	Not Exempt									
	Housekeeping Supervisor ⁽⁴⁾	Not Exempt									
E			Hourly	\$16.45	\$16.82	\$17.20	\$17.54	\$17.92	\$18.28	\$18.75	\$19.20
	Activity Aide (CNA) ^(1 & 5)	Not Exempt									
	Administrative Assistant I	Not Exempt									
	CNA ^(2 & 3)	Not Exempt									
	CNA -Transport Appts ^(2 & 3)	Not Exempt									

	GRANT COUNTY - Orchard Manor										
	1/1/2023 - 3% ATB (Revised 09/28/2023)								Control Point	(two years between steps 8, 9, & 10)	
GRADE	JOB TITLE	FLSA		Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Dietary Cook ^(1 & 4)	Not Exempt									
D			Hourly	\$15.08	\$15.40	\$15.75	\$16.10	\$16.40	\$16.75	\$17.16	\$17.58
	Activity Aide ^(1 & 4)	Not Exempt									
C			Hourly	\$13.97	\$14.26	\$14.57	\$14.88	\$15.19	\$15.51	\$15.89	\$16.27
	Dietary Aide ^(1 & 4)	Not Exempt									
	Housekeeping Aide ^(1 & 4)	Not Exempt									
	Housekeeping/Laundry Aide ^(1 & 4)	Not Exempt									
B	VACANT GRADE		Hourly	\$12.94	\$13.19	\$13.50	\$13.78	\$14.08	\$14.36	\$14.72	\$15.08
A	VACANT GRADE		Hourly	\$11.97	\$12.24	\$12.50	\$12.78	\$13.03	\$13.30	\$13.63	\$13.97
Notes:											
Exempt employees will be paid a bi-weekly salary, not hourly.											
Plan progression based upon documented performance at least meeting expectations.											
1-year step increments from plan Step 3 to control point											
2-year step increments from plan control point thru Step 10											
"Minimum" and "Step 2" were removed effective 01/01/2022; Steps 9 and 10 were added effective 01/01/2022											
⁽¹⁾ Working Shift Differential for above noted positions and Activity Aide (CNA): PM shift \$0.75; Night shift \$1.50											
⁽²⁾ Working Shift Differential for above noted positions and Non-managerial RN's and LPN's: PM shift \$2.50; Night shift \$1.50											
⁽³⁾ Weekend Differential for Non-Exempt Nursing positions of \$5.00 per hour effective 08/17/2022 (in addition to their working shift differential; Saturday day shift through Sunday Night shift)											
⁽⁴⁾ Weekend Differential for Non-Exempt Activities, Dietary, and Housekeeping Departments of \$1.00 per hour effective 05/12/2022 (in addition to their working shift differential; Saturday day shift through Sunday Night shift)											
⁽⁵⁾ Activity Aide (CNA) only get the Nursing Department Weekend differential when they are working as a CNA											